

Our Surface Navy

Spirit of

Brief to the Surface Navy Association
General Address
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Surface Warfare Division (N76)

N76



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A New Millennium

- ◆ **Post Cold War drawdowns continue**
 - Army / Air Forces increasingly CONUS based
 - Friends less willing to host U.S. forces in crisis
- ◆ **Operations / deployments continue unabated**
 - Demand for forward engagement high
 - Allies dependent on U.S. participation
- ◆ **Crystal ball is cloudy**
 - Threat is more complex
 - Politics of peace driving military missions



Living in Dangerous Inter-war Years



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We Are a Maritime Power

- ◆ **75% of Earth's population inhabit littorals**
- ◆ **Most nations' economies depend upon sea for trade**
- ◆ **World instability**
 - **Signals growing need for forward deployment / engagement**
 - **Foreshadows a declining access to overseas bases**

Enduring Need for Naval Power



Attributes of Naval Forces

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- ◆ **Appear Without Notice**
 - No supply tethers, “no visa required”
- ◆ **Influence Without Commitments**
 - Show-of-force, crisis response, evacuate US citizens, independent operations
- ◆ **Engage Without Delay**
 - First to be called, “knock down door”, precise and lethal
- ◆ **Enable Counter Offensive**
 - Provide cover for forces ashore, stepping stone for joint and allied forces, support the battle
- ◆ **Withdraw Without Signal**
 - Provide post war stability

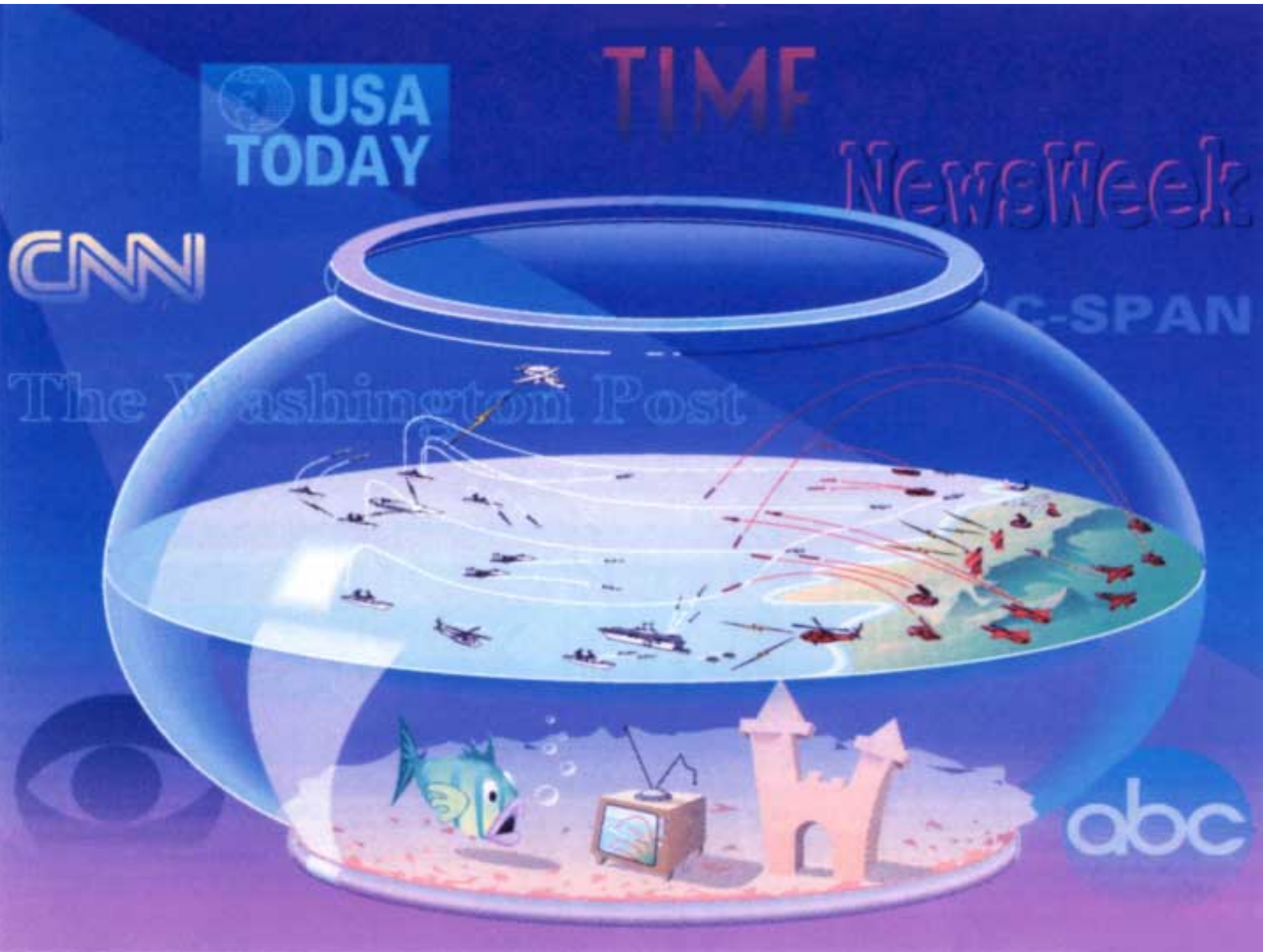
21st Century Security Environment



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World Full of Change and Uncertainty



Current Employment Of Naval Forces



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Driven by National Security Requirements



Surface Navy Warfighting CLINC's Forces of Choice

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- ◆ **Peacetime presence / engagement requests grow yearly**
- ◆ **Warplans depend heavily on Tomahawk, hinge on keeping APODs / SPODs open**
- ◆ **Real time crisis response rapidly defaults to moving ships into close proximity to influence events, deter conflict, control crisis if shooting starts**
- ◆ **Our ability to go in harms way gives NCA freedom to use forces effectively**



Mission

The mission of the Surface Navy is to fight and win at sea, projecting offensive and defensive power well inland.

- ◆ **We sail highly capable ships in harm's way to the far reaches of the globe.**
- ◆ **By powerful and timely presence we deter war, calm crises, and protect our country, its people, and our national interests.**
- ◆ **A versatile and stabilizing force for peace, Surface Warriors conduct prompt and sustained combat operations anytime, anywhere.**



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CNO Has Set the Tone

Admiral Clark's Priorities: N76 Approach:

- ◆ Manpower
 - ◆ Current Readiness
 - ◆ Future Readiness
 - ◆ Quality of Service
 - ◆ Alignment
- ◆ Motivated Sailors
 - ◆ Ready to Fight
 - ◆ Preparing for the Future
 - ◆ Proud of Their Service
 - ◆ Doing What We Promise



Steps on our way

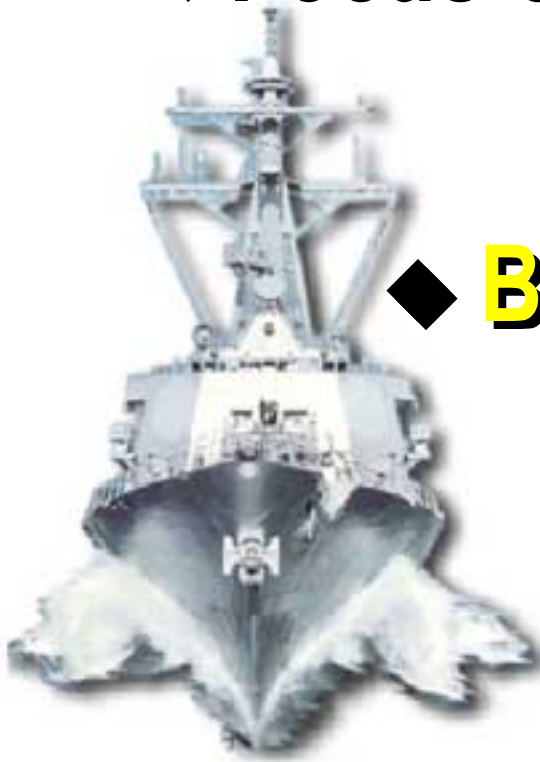


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◆ **Focus on Today's Fleet**



◆ **Build Tomorrow's Fleet**



◆ **Design the Future Fleet**



How do we proceed?



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- ◆ People - caring leadership
- ◆ Ships - pride of ownership
- ◆ Systems - ready and practiced





Who We Are

- ◆ A unique community
- ◆ Maritime professionals
- ◆ Proud tradition
- ◆ Early leadership
- ◆ Warfighters
- ◆ Warrior spirit
- ◆ Deployed and ready

Dedicated to the Mission



People - Recent Successes

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- ◆ Inter Deployment Training Cycle reductions
- ◆ Surface Warfare Officer Continuation Pay (SWOCP)
- ◆ Graduate education opportunities
- ◆ BAH for E-4
- ◆ Spouse Net
- ◆ Resignation withdrawals
- ◆ PALM Pilots / laptops
- ◆ Department Head tour length reductions
- ◆ Increased advancement opportunities
- ◆ CO empowerment
- ◆ Leadership continuum training
- ◆ Seaman to Admiral
- ◆ NROTC / USNA / OCS Initiatives



Surface Warfare Officer Continuation Pay (SWOCP)



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- ◆ Designed to improve JO retention through Department Head tours
- ◆ \$50,000 to SWO Department Heads
 - \$10,000 “signing bonus”
 - \$10,000 first day of Department Head School
 - \$10,000/year x 3 years as a Department Head
- ◆ 98% take rate on initial offering (1411 of 1437)
 - Highly successful!



Retain Department Head Talent



Graduate Education Opportunities

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- ◆ **JO Survey: 90% desire Grad Ed**
- ◆ **Surface Warfare offers the most Opportunity for Graduate Education**

Graduate Education Voucher Program
DC Intern Program
Distance Learning--MBA Troy State
USNA Company Officers
Joint Military Intel College
Olmstead Scholarships
SWOS "Off the podium" initiative
NROTC Instructor billets
Education Training Management
Subspecialty (ETMS)

Naval Post-Graduate School
Service Colleges
CIVINS program
USNA/NROTC Ensigns to NPGS
UCSD Distance Learning MBA
MBA Pilot Program
ATG/ATRC Timeshare
VTE program bet NPGS and SWOS
Federal Executive Fellowships

- ◆ **149 SWOs participated in *Fully Funded* Grad Ed in CY 2000**

SWOCP + Grad Ed = Great Deal!